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C O N F I D E N T I A L

STAFF

FBIS

15006

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H. G. H. S.  
Hold for him

TO: FBIS/PANAMA CITY. 4

SUBJECT: FBN COMPENSATION PLAN 4

25X1

1. THE FBN COMPENSATION PLAN FOR PANAMA BUREAU HAS BEEN COMPLETED AND FORWARDED TO DIRECTOR OF PERSONNEL FOR SIGNATURE. FBIS ADMIN STAFF WILL CUT COMPOSITE PERSONNEL ACTION FOR TRANSFERRING EMPLOYEES TO NEW SCALE AND SEPARATE ACTIONS FOR EACH EMPLOYEE TRANSFERRED AT HIGHER SALARY RATE. PAYROLL WILL THEN IMPLEMENT NEW WAGESCALE. BE ADVISED THAT IT WILL TAKE UP TO FOUR WEEKS AFTER IMPLEMENTATION BEFORE NEW RATE SHOWS UP IN THE PAYCHECKS OF THE LATTER EMPLOYEES. WE ARE STILL AIMING FOR 7 AUGUST IMPLEMENTATION DATE. 4

25X1

2. THE FBN PLAN IS IDENTICAL TO THE GS SCALE GRADES 1 THROUGH 12 AND STEPS 1 THROUGH 10. THE 12-GRADE, 10 STEP PANAMA SCALE WILL BE AN ANOMALY WITHIN THE FBN SYSTEM OF 12 GRADES, 12 STEPS. THIS IS TO PRECLUDE THE POSSIBILITY OF A FOREIGN NATIONAL EMPLOYEE HAVING POTENTIAL EARNINGS GREATER THAN A STAFF EMPLOYEE AT THE SAME GRADE. 4

25X1

DATE: 3  
ORIG: A AUGUST 1983  
UNIT:  
EXT:

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3. ALL BUREAU EMPLOYEES ON THE NM/LN/NX/MG SCALES WILL  
TRANSFER TO THE FBN SCALE AT THE SAME GRADE/STEP EXCEPT FOR THE  
FOLLOWING: 4

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4. THOSE EMPLOYEES WHOSE SALARY EXCEEDS THE TOP STEP OF THE GRADE ASSIGNED TO THE POSITION THEY OCCUPY WILL BE PLACED AT THE APPROPRIATE STEP OF THE NEXT HIGHEST GRADE AS CLOSE TO BUT NOT LESS THAN THEIR CURRENT SALARY. THESE EMPLOYEES WILL BE GIVEN INCUMBENCY ALLOCATION STATUS, I.E. THE POSITION RETAINS WHATEVER GRADE HAS BEEN DETERMINED THROUGH CLASSIFICATION WHILE THE INCUMBENT IS ELIGIBLE FOR FULL COST OF LIVING INCREASES, PSI'S AND QSI'S. THIS SUPERSEDES PREVIOUS UNDERSTANDING WITH PMCD THAT EMPLOYEES IN IA STATUS WOULD NOT BE ELIGIBLE FOR A QSI OR PSI. THESE EMPLOYEES ALSO WILL BE ELIGIBLE FOR PROMOTION IF THEY MEET CLASSIFICATION REQUIREMENTS FOR DUTIES/RESPONSIBILITIES OF NEXT HIGHEST POSITION AND THAT POSITION, IF SUPERVISORY, IS WITHIN STAFFING PATTERN RESTRICTIONS ON NUMBER OF SUPERVISORS. [REDACTED] 4

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5. FOR EXAMPLE, CHIEF TECHNICIAN [REDACTED]

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[REDACTED] HE WILL BE PLACED IN INCUMBENCY ALLOCATION STATUS AND BE ELIGIBLE ONLY FOR ONE MORE QSI OR PSI. HE WILL BE ELIGIBLE FOR COL INCREASE, BUT NOT PROMOTION, AS THE TOP GRADE FOR TECHNICIANS IS FBN-9, CHIEF

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6. PERIODIC STEP INCREASES AND QUALITY STEP INCREASES WILL BE GRANTED UNDER AGENCY FIELD REGULATIONS GOVERNING STAFF EMPLOYEES. PREMIUM PAY WILL BE PAID UNDER AGENCY FIELD REGULATIONS GOVERNING STAFF EMPLOYEE PROCEDURES. EMPLOYEES ON BOARD WITH THE BUREAU AND IN CSR PRIOR TO 1 OCTOBER 1979 WILL REMAIN IN CSR, WHILE EMPLOYEES

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BROUGHT ON BOARD AFTER 1 OCTOBER 1979 WILL COME UNDER PANAMANIAN  
SOCIAL SECURITY. ☐ Y

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7. ONCE FBN COMPENSATION PLANS AT ALL BUREAUS HAVE BEEN  
IMPLEMENTED, WE WILL BEGIN NEGOTIATING BUREAU STAFFING PATTERNS WITH  
PMCD. EXCLUDING ROSET IMPACT ON BUREAU STAFFING, TENTATIVE STAFFING

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8. WILL KEEP YOU ADVISED ON PROGRESS OF Payscale AND UPCOMING  
NEGOTIATIONS WITH PMCD. ☐ DECL OADR DRV COL-14 ☐ .H

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